

ments to reach the maximum. First-class clerks, £62 to £112, with same period, and they get house allowance, which varies from £4 10s. to £22 10s. according to location. The average rate of pay on the Bavarian railways is £64 2s. 6d.; the Prussian railways, £57 15s.; Imperial German, £60 19s. 2d.; and Palatinate, £61 16s. 8d. South African railways at the Cape: Whites average £141 per man per annum. Central South Africa, average £229; Natal, £168. The average for the whole of the South African systems is £174. The average on the Central South African railways is very high because of the climatic conditions.

22. *Mr. Witty.*] What are the hours?—I have not got the hours of the South African railways here. On the Continental railways they work from twelve to eighteen hours according to the nature and condition of the work, and seven days a week. After eighteen hours they have to have twelve hours off. Telegraphists and Stationmasters, twelve to sixteen hours continuous. Intermittent work, eighteen hours. Those in receipt of regular pay, seven days per week, overtime not paid for. Uniforms are compulsory, and have to be found by the higher officers; others are provided with £6 towards the cost. They get free passes for themselves, wives, and families after one year's service, available for use on slow trains only. Passes not granted for short distances, and are not available for fast trains except upon payment of the difference in the fare between fast- and slow-train rate. Where a long journey is being undertaken—that is, a journey over 100 miles—special application has to be made for permission to use the pass on fast trains and for permission to pay the difference between fast- and slow-train rate. They make all employees travel on slow trains. For short journeys half-rates have to be paid, and the tickets can only be used on slow trains. Two children under ten travel on one adult fare, but if only one goes full fare is charged. Leave of absence is granted as follows: Principal officers—one to ten years, fourteen days; ten to twenty years, three weeks; over twenty years, four weeks. Secondary officers—one to ten years, eight days; ten to twenty years, ten days; over twenty years, fourteen days. In all their positions they require education qualifications. Officers have to graduate from a university or pass the Civil Service Examination, which is stiff. Half of the principal positions have to be kept open for officers who have served either in the army or navy, and age of joining is forty years. Two-thirds of the subsidiary positions have to be kept open for the same men, so that the civilians have not very much chance.

23. *The Chairman.*] Are you putting in statements in regard to the American railways also? I have not got the scales of the various American railways.

24. *Mr. Arnold.*] Could you give us any information in regard to the Canadian railways as to the pay or conditions?—No, I have not the full details. I stated on Friday that I would hand in a list of the Postal officers who have joined the Railway service, and I want also to touch on the question raised by Mr. Ross in regard to Railway men who had gone to outside positions, and to put in a list showing some of the Postal officers who have taken up outside positions at the same time. The following Postal officers have left the Postal service and entered into private employment or business:—

Name.	Date resigned.	Salary.	Present Occupation.
		£	
Copeland, W.	30/6/06	220	Farming.
Grey, G. H. R. C.	30/4/01	200	Barrister and solicitor.
Moorhouse, G. W.	26/9/04	220	Hotelkeeper.
Burke, W. E.	5/12/1899	180	Journalism.
Smyth, W. E.	1893	100	Medical practitioner.
Barr, J.	1893	150	Farming.
Baxter, T.	1894	180	Barrister and solicitor.
Wood, M. E.	30/9/06	180	Stock-buyer, loan company.
Mann, G. H.	28/4/06	180	Hotelkeeper.
Walsh, W. A.	31/1/07	100	Reporter, <i>Evening Post</i> .
Beasley, T. N.	20/5/05	100	Reporter, <i>Dominion</i> .
Oram, N.	30/4/03	145	Manager, Smith and Smith.
Andrew, W.	30/11/05	180	Electrical engineer.
Coyle, J.	22/9/06	180	Secretary, Hospital Board.
McLeod, H. N.	30/11/05	180	Land and estate agent.
Smith, R. F.	17/3/1898	160	Barrister and solicitor.
Avery, J. D.	5/5/06	180	Public accountant.
Nicholas, C. G.	25/5/1897	180	Farming.
Appleton, W.	23/4/10	95	Accountant, Haynes and Co.
Thompson, H. V.	31/3/11	165	Wireless company.
Bailey, W. L.	2/4/11	65	Storekeeper.
Cook, H.	3/5/11	95	Storekeeper.
Hamilton, H. A.	31/5/11	150	Bank of New Zealand.
Apperley, G.	31/6/11	135	Wireless Company.
Shaw, O. J.	11/4/11	150	Farming, Canada.
Geel, J.	30/9/04	275	Private business, London.
Maginnity, A. T.	..	400	Solicitor.

25. *Mr. Ross.*] To bring that into line with the list of officers of the Railway Department who were dismissed for drunkenness and other causes, will you supply a similar list connected with the Postal service?—I do not know that I can do that. It might be possible to get it.